

ROBERTA GOLICK

ARBITRATOR

MEDIATOR

PROFESSION**Arbitrator, Fact Finder and Mediator**

Since 1974, engaged in the full-time practice of arbitration and mediation of labor-management and statutory employment disputes.

Have handled thousands of disputes in private and public sectors. Experience in contract negotiations, drafting of contract language, contract interpretation and statutory complaints, including sex, age and handicap-based discrimination.

Industries: airlines, automotive, banking, clerical, communications, construction, corrections, education, food, health care, government, metals, manufacturing, paper, public safety, publishing, retail, trucking, technology, utilities, etc.

Issues: absenteeism, ADA, alcohol/drug, assignment of work, bargaining unit work, demotion, discharge, discipline, discrimination (state and federal claims), FMLA, health/welfare, holidays, job classification, job posting/bidding, jurisdiction, layoff/bumping/recall, management rights, medical disputes, mergers, overtime, past practices, promotion, safety, scheduling, seniority, severance, sick leave, sexual harassment, strike, subcontracting, successorship, transfer, union business, vacations, wage systems, work performance, working conditions, etc.

**CURRENT
UMPIRESHIPS
(partial list)**

- General Electric Company; International Union of Electrical, Radio and Machine Workers.
- United Parcel Service; International Brotherhood of Teamsters (regional and national panels).
- Directors Guild of America; Academy of Motion Picture Arts & Sciences.
- Raytheon Corporation; International Brotherhood of Electrical Workers.
- Harvard University; Harvard Union of Clerical and Technical Workers.
- Higher Education Coordinating Council; Massachusetts Teachers Association.
- Logan International Airport; Metropolitan District Building and Construction Trades Council.
- New England Joint Area Committee of Freight Employers; International Brotherhood of Teamsters.
- Boston Medical Center; Unified Bargaining Unit.
- Women & Infants Hospital; New England Health Care Employees.
- State of Connecticut; New England Health Care Employees Union.
- Electric Boat Corporation; UAW L. 571.
- City of Boston; Boston Police Patrolmen's Association, Service Employees International Union, and Salaried Employees of North America.
- Suffolk County Sheriff's Department and its seven Unions.
- Norfolk County Sheriff's Department and County Correctional Officers

30 LINCOLN LANE

SUDBURY, MA 01776

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SPECIAL APPOINTMENTS

- **Presidential Emergency Board, 1996**

Appointed by President William Clinton to Emergency Board 232, to investigate, report and select a final offer regarding unadjusted disputes between the Southeastern Pennsylvania Transportation Authority and employees represented by the Brotherhood of Locomotive Engineers.

- **Presidential Emergency Board, 1997**

Appointed by President William Clinton to Emergency Board 234, to investigate, report and select a final offer regarding unadjusted disputes between AMTRAK and employees represented by the Brotherhood of Maintenance of Way Employees.

- **Consultant to the Government of South Africa, 1998**

Funded by the United States State Department, a technical assistance program to improve internal dispute resolution structures within South Africa. Continuing training with South Africa's Commission for Conciliation, Mediation and Arbitration.

PRIOR EMPLOYMENT 1974-1982

Massachusetts Department of Labor Board of Conciliation and Arbitration

General Counsel	1974
Acting Chair	1975-76
Mediator	1976-78
Mediator/Arbitrator	1978-82

PROFESSIONAL HONORS

1996 recipient of New England's Cushing-Gavin Award, given to a single neutral for "Excellence in Labor-Relations, Exemplifying Moral Integrity, Professional Competence and Community Concern."

2006 fellow by invitation into the College of Labor and Employment Lawyers, in recognition of "sustained outstanding performance in the profession, exemplifying integrity, dedication and excellence."

PROFESSIONAL ACTIVITIES

National Academy of Arbitrators

Admitted for membership in 1984
Regional Chair, 1990-1992
National Chair, Membership Committee, 1994-1997
Nominating Committee, NAA Slate of Officers, 1998
Board of Governors, 1997-2000
Special Committee on the Academy's Future, 1999-2002
Committee on Professional Responsibility and Grievances, 2000-2003
Chair, Annual Meeting Arrangements, 2003
Vice-President, 2003-2005
President's Executive Committee, 2004
New Member Orientation Co-chair, 2005-2008

PUBLICATION

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EDUCATION

Boston University School of Law, Juris Doctor, 1974
Barnard College, Columbia University, Bachelor of Arts in Asian Studies, 1971
(concentration in Japanese language and Asian affairs)

Per diem: \$1,500.00